



**Personnel and Readiness
Information Management**

Office of the Secretary of Defense (OSD) Manpower System (OMS) Working Group

February 16, 2012



Meeting Goal & Agenda

Goal

Brief the OMS Working Group POCs on the OMS and discuss any issues and concerns

Agenda

- ▶ Background
- ▶ Associated activities
- ▶ OMS benefits
- ▶ OMS capabilities
- ▶ Global Force Management Data Initiative (GFM DI)
- ▶ OMS transition approach/schedule
- ▶ Next steps



OSD Manpower Initiative Background



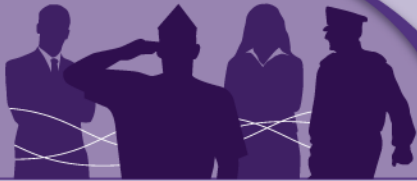
Background

- ▶ OSD and the non-intelligence Defense Agencies and Department of Defense (DoD) Field Activities (i.e., 4th Estate) do not have an enterprise manpower capability to support reporting and information exchanges
 - Leadership does not have an integrated picture of the OSD and 4th Estate Total Force Mix and associated skills
- ▶ Nonstandard manpower data comes from 23 separate sources (e.g., systems, databases, and spreadsheets)
 - Data is difficult to compile, understand, and analyze
 - Resource decisions are made without current and accurate information
- ▶ A comprehensive study identified the Joint Staff's manpower system as the solution for an integrated OSD and 4th Estate manpower capability
- ▶ Vice Chairman Joint Chiefs of Staff (VCJCS) supported Fiscal Year (FY)12-16 funding for OSD and 4th Estate to use an unclassified instance of OMS
 - VCJCS' interest is to improve data quality

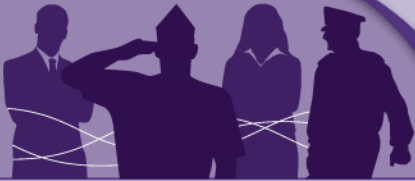


Background

- ▶ OMS will be the manpower system of record for OSD, the 4th Estate, and Joint Community
 - P&R will assume responsibility from Joint Staff J-1 for OMS in FY13



OMS Activities Update



OMS Activities

- ▶ The Under Secretary of Defense for Personnel & Readiness (USD(P&R)) signed a memorandum advising OSD/4th Estate leadership of OMS
- ▶ A Directive-Type Memorandum (DTM) mandating use of OMS is in coordination
- ▶ The OSD Manpower Initiative Action Group has been established to coordinate day-to-day management of the OMS transition
 - Comprised of representatives from OUSD(P&R), the Joint Staff, and Office of the Director Administration and Management (ODA&M)
- ▶ The OSD Manpower Initiative Charter, establishing an Executive Council, was signed by the USD(P&R) and awaits two other signatures
 - The Director, Enterprise Services (ES) will chair the Executive Council
- ▶ A Systems Inventory Questionnaire was provided to OSD and 4th Estate organizations requesting they identify internal system and data values
 - Personnel and Readiness Information Management (P&R IM) will work with the organizations to identify efficiencies and additional capabilities that may need to be added to OMS
 - Please see Handout #1 for the results of the Questionnaire



OMS Activities (Cont.)

- ▶ P&R IM conducted meetings with 7 organizations that volunteered to transition their data to OMS first
 - Defense Contract Management Agency (DCMA)
 - Defense Commissary Agency (DeCA)
 - Defense Finance and Accounting Service (DFAS)
 - Defense Threat Reduction Agency (DTRA)
 - Office of the Director of Administration & Management (ODA&M)
 - TRICARE Management Agency (TMA)
 - Washington Headquarters Service (WHS)
- ▶ The data load schedule is being refined based the quality and currency of the data



OMS Benefits



OMS Benefits

- ▶ Benefits of an integrated manpower capability include:
 - Improved manpower planning, programming, position management, budgeting, and accounting capabilities
 - Standardized manpower data
 - Improved picture of the Total Force for DoD leadership
 - Improved DoD and Congressional reporting capabilities
 - Automated processes to compile, understand, and analyze the data
 - Eliminates labor-intensive processes
 - Reduced cost and achieve greater efficiencies as part of Human Resource Management (HRM) Portfolio Management
- ▶ OMS will support larger DoD enterprise system and data sharing initiatives
 - Example: GFM DI, Attribute based Access Control (ABAC), Enterprise Support Portal (ESP), DoD Instruction (DoDI) 7730.64 reporting, etc.



OMS Capabilities



GFM DI



- ▶ GFM DI integrates DoD-wide authorized force structure data and makes it usable and understandable for business and warfighting systems
 - OMS will support data sharing initiatives by providing standardized manpower data
 - Currently, data is integrated through the Component Organization (Org) Servers, including the OSD Org Server
- ▶ While the OSD Org Server was not originally intended to maintain or manage force structure data, some organizations did not possess this capability and requested it be added
 - Consequently, the OSD Org Server was modified to a limited extent to add this capability
 - The intent was to maintain standardized data through manual entry and interfaces with other authoritative data sources
- ▶ Civilian and military force structure data for all 23 OSD and 4th Estate organizations was loaded on the production OSD Org Server
- ▶ Updating data in Org Server is not a user-friendly process and the data has not been kept up-to-date



OSD Org Server Data Quality



OSD Org Server Data Quality

- ▶ All data in the OSD Org Server must be brought up to date and standardized to facilitate an efficient and timely transition to OMS
- ▶ 10 of the OSD and 4th Estate organizations agreed to manage their force structure data directly in the OSD Org Server
 - Not all are keeping their data current
 - These organizations must work with their OSD Org Server Point of Contact (POCs) to bring their data up to date (Please see Handout #2)
- ▶ The 13 remaining organizations chose to provide their authorized force structure data from other Authoritative Data Sources (ADSs)
 - The intent was to automatically update the OSD Org Server with the data from the ADSs by building interfaces between these systems
 - However, unresolved problems with the interfaces, as well as data standardization challenges, have left the interface organizations' data out of date
 - The 13 organizations must work directly with the Program Management Office (PMO) to ensure current data is loaded from their ADSs into the OSD Org Server by April 2012
- ▶ Once each organization's OSD Org Server data is current, the next step is to begin the transition to OMS



OMS Transition Approach



OMS Transition Approach

- ▶ Transitioning the data from the OSD Org Server to OMS will begin as soon as Authority to Operate (ATO) is signed
- ▶ The first step will be data mapping and will include hierarchical organization and position relationships, GFM DI unique identifiers, and data attributes
- ▶ Data will also be updated to comply with GFM DI naming standards
 - Data names are spelled out (e.g., position titles, organization names, etc.)
 - Organizations will validate their data before it is loaded into OMS
- ▶ P&R IM is working with the Defense Civilian Personnel Advisory Service (DCPAS) and the Services to obtain military and civilian person data from the authoritative data sources in the later phase
- ▶ Interim approach: obtain civilian/military person data from Defense Enrollment Eligibility Reporting System (DEERS)
 - Current interface is being modified
 - Will allow organizations to meet DoD Instruction 7730.64 reporting requirements
- ▶ Organizations will need to provide a minimum set of person data attributes to extract information from DEERS (e.g., name, SSN, birth date)



OMS Transition Approach (Cont.)

► Summary of required actions and Offices of Primary Responsibility (OPRs):

STEP	ACTION	OPR
1	Map data	P&R IM
1.1	Standardize org/position names/generate short names	P&R IM
1.2	Populate Unit Size Codes	P&R IM
1.3	Populate Is-Led-By Links	P&R IM
1.4	Validate the data	Org
1.5	Review data changes	P&R IM
1.6	Load data on production OMS Server	J-1
1.7	Conduct training	J-1
1.8	Validate force structure data load	Org
1.9	Provide key person data	Org
1.10	Load key person data and interface with DEERS	J-1
1.11	Validate Person data	Org



Transition Schedule



OMS Transition Timeline*

Task Name	Start Date
DeCA	Late February 2012
WHS	Mid March 2012
OSD	Mid March 2012
DLSA	Late March 2012
OEA	Late March 2012
DoDTRMC	Late March 2012
DFAS	Early April 2012
TMA	Early April 2012
DCMA	Late April 2012
DTRA	Late April 2012
DSCA	Late May 2012
DMA	Late May 2012
OIG	Mid June 2012
DLA	Mid June 2012
DTSA	Mid July 2012

Task Name	Start Date
DARPA	Mid July 2012
DPMO	Late July 2012
PFPA	Late July 2012
DTIC	Early August 2012
DHRA	Early August 2012
DAU	Mid August 2012
DSS	Late August 2012
DCAA	Late August 2012
MDA	Early September 2012
DoDEA	Late September 2012
DISA	Early October 2012

**Assumptions: the ATO will be signed by the end of February and the OSD Org Server data is current*



Issues and Open Discussion



Way Ahead



Way Ahead

P&R IM Actions:

- ▶ Begin mapping updated OSD Org Server data once the ATO is signed
- ▶ Work with Joint Staff J-1 to schedule a demonstration of the OMS application for OMS Working Group POCs after the ATO is signed
- ▶ Continue working with DCPAS and reach out to the Services to identify position and person data requirements for an OMS-Defense Civilian Personnel Data System (DCPDS) interface
- ▶ Schedule next Working Group meeting

Working Group POC Actions:

- ▶ Share information with leadership, personnel, and budget POCs
- ▶ Coordinate with their OSD Org Server POCs to ensure their force structure data is up to date
- ▶ Interface organization POCs connect with PMO to get their data up to date
- ▶ Validate data once updated in the OSD Org Server
- ▶ Review System Inventory Questionnaire input; provide updates to P&R IM
- ▶ Notify P&R IM of requests for leadership and/or stakeholder meetings



Questions?

For additional information, visit the P&R IM website:

http://www.prim.osd.mil/init/init_osdmanpower.html

For additional information on GFM DI, visit the Joint Staff J-8 website:

https://www.intelink.gov/wiki/Global_Force_Management_Data_Initiative